

NIH Labor-Management Partnership Council Minutes

Tuesday, January 22, 2002

Attendees: Howard Hochman, Richard Laubach, Juanita Mildenberg, Charles Palmer, Mike Showers, Penney Baile, Barry Kevin

Facilitator: Fern Kaufman

Old Business: Minutes of Monday, December 17, meeting were reviewed and approved.

New Business: Enterprise Human Resources and Payroll (EHRP) System Briefing

Jan Maltbie of OHRM presented a briefing on the EHRP system scheduled for implementation at NIH in June of 2002. Handouts were distributed. The EHRP is driven by PeopleSoft and is replacing Health and Human Services' IMPACT system. EHRP is web-based and designed to increase efficiency, streamline HR and payroll processes, and improve customer service. The current IMPACT system is based on employees, whereas EHRP is based on positions. HR data on Commissioned Officers will not be captured in the EHRP. The DHHS will capture minimal information on these positions to enable certain automated actions in EHRP to be processed. The DHHS is considering a proposal to include HR information on Commissioned Corps employees in the future. The existing DHHS Payroll System will remain in use and will receive data feeds from the EHRP.

HR users of the system must use EHRP once it's implemented, and administrative offices may use EHRP as determined by each IC. Some administrative officers who don't use the current HR system, IMPACT, have expressed interest in using IT/web-based technology. The Department is providing training to users of the new system.

The transition of HR systems from IMPACT to EHRP should be transparent to employees. EHRP will not replace Employee Express in the initial implementation in June. Although the Department is interested in a self-service module for use by employees, no funding currently exists for it.

Mr. Laubach asked Ms. Maltbie if the interface of EHRP with the payroll system will improve our ability to take care of pay issues, like retroactive pay adjustments. Ms. Maltbie said improvement is anticipated and is a goal of the DHHS. The Department will be exploring options for later replacing the payroll system. Ms. Maltbie said that the initial implementation of the EHRP should not result in any changes in ITAS.

Mr. Laubach raised a pending issue from the prior meeting about Code 100, and it was suggested the matter be addressed to Tony Clifford, ORS. Mr. Laubach acknowledged the freeze on hiring new people from outside the agency, but he questioned why vacant positions were not being advertised so that employees within ORS could apply for them. It was suggested this question be raised to Rich Southers or Leonard Taylor, ORS.

Next meeting: Tuesday, February 19, 2002 (due to the Federal holiday on Monday, February 18), Building 31, Room 4C32, 2:00 p.m.